

To our stakeholders

Date:

February 21, 2017

Dear Sirs,

I am pleased to confirm, that BPI - Bramming Plast-Industri A/S - reaffirms its support of the Ten Principles of the United Nations Global Compact in the area of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Jasper Brix
CEO

Bramming Plast-Industri A/S



COMMUNICATION ON PROGRESS 2016

UN GLOBAL COMPACT

Issued by:
BPI - Marketing
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2. edition
This COP covers the
time period:
30.9.2015-31.12.2016

We strive to exceed the expectations
to our general business attitude



I. HUMAN RIGHTS & LABOUR

BPI supports and respects the Universal Declaration of Human Rights and promotes human rights standards internally and throughout all business.

Equal opportunities for all employees irrespective of gender or ethnicity continue to be part of our HR-philosophy and humanity attitude.

We hire, remunerate and promote employees on the basis of skills, competences and performance – not according to gender, religion nor race.

During 2015/16 we have initiated and achieved the following actions

- a. Complete change of a larger part of one of our factory units. 1100 square meters re-organized and newly installed with dust reducing ventilation systems for cleaner and healthier working areas and heat re-use
- b. Establishment of dust and noise reducing houses at certain environmentally disturbing or damaging work stations and machines (e.g. CNC milling machine, double tapping line, PU foam splitting machine and block milling machine)
- c. Purchase of electric floor sweeper for cleaning all factory areas and thereby reducing dust and dirt
- d. Introduction of a lift helping aggregate to reduce negative impact from handling / lifting heavy parts
- e. The use of security helmets during operations on cranes has become mandatory in all areas and aspects
- f. Improvement of shielding at operation of machines
- g. Improvement of exhaust device to minimize dust from abrasive stones
- h. Near miss registrations and reporting
- i. Close on going dialogue with authorities and labor inspectorate with subsequent improvements and recommendations
- j. Glass UV protection film mounted on all windows to protect from reflections on computers, placement of noise reducing soundwalls between all work stations as well as optimization of air circulation systems in the total area
- k. Reduction of internal transport and use of forklifters and trucks between warehouses
- l. Reduction of stock area by 9,000 square meters through optimization of processes and yet - an increase of capacity by 20%

Factory in Poland

- m. Change of layout in our metal section with new shelving and larger workspace for the individual employee
- n. Establishment of form maintenance area with crane and ventilation system

Outcome

A large part of the above points have caused improved working environment, less environmental impact and CO2 emissions as well as further engaged and healthier employees.



II. ENVIRONMENT

The company engages in targeted and systematic efforts to continuously protecting the environment through energy and material optimization, pollution prevention, waste minimization and environmental management.

In 2015/16 we took the following steps:

- a. In 2016 we have been qualified for the FSC CoC certification which is expected to be concluded early 2017
- b. All gas forklifters have been exchanged with electric forklifters
- c. A special analysis of our company and subsequent COWI-report have been carried out to secure and improve working environment and to determine and control environmental impact

Poland

- d. Optimization of garbage sorting
- e. CosyPUR-product exchanged with low emission version

Outcome

Improved working environment, reduced energy consumption and less negative environmental impact.

III. ANTICORRUPTION

An essential part of BPIs company policy as well as our Code of Conduct define that:

- None of the company's employees give or receive unjustified advantages from local or foreign public officials or employees in private companies
- No form of extortion or bribery or favoritism to or from employees or organizations is tolerated

Full or partial neglect of the principles in the overall company policy or the Code of Conduct, or serious violation of local laws and regulations may, in its extreme, cause an interruption of the cooperation with BPI or a dismissal of the employee. The company grew up with this cultural mind set and business attitude, and it has never been necessary to set up a closer or more intensive monitoring or control of individuals or departments. The management is handling this subject with an appropriate and reasonable surveillance.

To all Polish employment contracts, a specified point to impress upon our attitude and zero tolerance towards corruption has been added, and communication towards subsuppliers has been intensified.

Outcome

Representing and performing an unambiguous business attitude and track record of being a professional and fair business relation to our customers and cooperation partners.

Encl.: CSR overall policy



Bramming Plast-Industri A/S shall endeavor, on the basis of the group's values and vision, to operate a business that creates value for the company, employees, customers, suppliers and the surrounding community. BPI thereby assumes a social responsibility to contribute to social, economic and environmental sustainability. In 2014 BPI joined UN Global Compact, and thus complies with the ten principles of human rights, labor, environment and anti-corruption.

CSR is an integral part of the daily activities of the BPI group in interaction with the wish to be at the leading edge of developments in the surrounding society, as well as, at any time, to comply with laws and ethical guidelines. The CSR policy was approved by the Board of Directors and Executive Board March 2015 and is valid for the entire BPI group.

BPI is an innovative and responsible company, working with local communities, educational institutions, municipalities, organizations and professional networks to solve societal challenges. Additional BPI prioritizes cooperation with partners on the development of CSR-oriented business ideas, products and processes.

BPI promotes procedures in our supply chain to ensure accountability for social and environmental conditions with positive impact on customers' perception of BPI's CSR commitment.

BPI practices good and sensible managerial standards, and provides clear guidelines, policies and accountability for the company.

UN Global Compact defines guidelines for BPI's social responsibility:

Human Rights

BPI supports and respects internationally proclaimed human rights.

Workers' Rights

BPI maintains good working conditions and continuously creates improvements in relation to work safety of employees and working climate. BPI believes that diversity among employees, including equal gender quotation, positively influences the working environment and strengthens the company's culture and competitiveness. BPI maintains freedom of association, and supports the elimination of forced labour and child labour. BPI must be a workplace which employees identify themselves with and are proud of working for.

Environment

BPI's environmental policy is based on an environmentally proper business practice, and is a natural part of the group's objectives for product quality and production. BPI increases efficiency through continuous energy and material optimization, pollution prevention, waste reduction and environmental management.

Anti-corruption

BPI maintains a high level of integrity and accountability, and does not tolerate any form of corruption or bribery.

Approved on 15 June 2016

Board of Directors




Kurt Bering Sørensen

Knud Sant

Thomas Bonde

Executive Board



Jesper Brix

Per Aas Jensen